

**New Hire Table 2:
Initial Classification Placement for Full Time Unit Professionals, Reclassifications*
& Transfers**

Academic Credentials	Associates	Bachelors	Masters	** Masters + 30 graduate credit hours or Double Masters or C. A.G. S., Master of Fine Arts, Master of Social Science, Master of Arts in Clinical Mental Health Counseling	Masters+45 50 Points
Max 75 points	0 points	15 points	30 points	40 points	Doctorate 75 points
MCCS Experience Max 320 points	Unit Professional Position Full-time 1 year = 8 points Maximum years = 40	Teaching Position Full-time 1 year= 8 points Maximum years = 20		Unit Professional Position Part-time 250 hours= 1 point Maximum hours = 4,000	
External Experience Max 160 points	Related Experience Full-time 1 year = 8 points Maximum = 20 Years	Elementary (K-6) Full-time 1 year = 4 points Maximum = 3 Years	Secondary (7-12) Full-time 1 year = 4 points Maximum = 8 Years	College Level Teaching Full-time 1 year = 8 points Maximum = 8 Years	
Seniority Max 320 points	1 Seniority Year = 8 points				
Performance Evaluation Max 100 points	Each successful post tenure 3rd year evaluation as defined by the current evaluation process. 10 points (per evaluation) Maximum Allowed = 100 points				
Professional Development	Each 120 Professional Continuing Educational Units or Equivalent 0 points			Eligible for incentive every two years --- --	
In-field Licensures Certifications	Points awarded = 3 times the unit value in the licensure and certification report			Maximum Allowed = 30 points	

*Subject to Article 21.07

**Must be part of an academic program of study.

New Hires and Transfers of Unit Professional Staff				
	Pay Grade	Minimum 7/1/2018	Point Value 7/1/2018	Point Value 7/1/2019
These are the base salary and point values to be used for new hires,-and transfers.	2	\$40,353	\$20.91	\$21.33
	3	\$45,749	\$23.70	\$24.17
	4	\$50,705	\$26.27	\$26.80
	5	\$56,055	\$29.04	\$29.62
	6	\$61,138	\$31.64	\$32.27
	7	\$66,464	\$34.43	\$35.12